

1 Bill No. R-93- 07-05

2 Resolution No. R-40-93

3 A RESOLUTION establishing a
4 committee to review salaries of
5 local elected and appointed
6 City officials.

7 WHEREAS, there is a need to ensure that compensation is
8 sufficient to attract and retain qualified individuals to
9 serve in policy-making positions;

10
11 WHEREAS, there is a need to compare compensation for such
12 positions in Fort Wayne, Indiana with other cities, similar
13 governmental organizations, non-profit agencies;

14
15 WHEREAS, there is a need for an objective review of
16 compensation packages;

17
18 NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF
19 THE CITY OF FORT WAYNE, INDIANA, THAT:

20
21 Section 1. There is hereby established a five-member
22 Committee which hereinafter shall be referred to as the Salary
23 Review Committee.

24 Section 2. The Salary Review Committee shall consist of
25 five members as follows: one personnel official from a Fort
26 Wayne business; one representative from Indiana/Purdue
27 University at Fort Wayne; three citizens at-large.

28 Section 3. The members of the Salary Review Committee
29 shall be appointed by the President of the Common Council with
30 the consensus of the majority of the Common Council members.

31 Section 4. The sole mission of the Salary Review
32

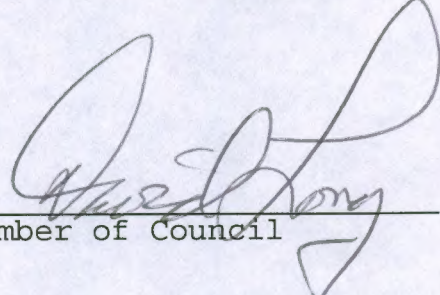
Committee shall be to provide a report and recommendation to the Common Council by no later than September 7, 1993 which shall compare the salaries and total compensation packages for the following positions in Fort Wayne:

- 1) Mayor
- 2) Members of Council
- 3) Council and City Corporation Counsel
- 3) City Clerk
- 4) Division Directors
- 5) Council Research Assistant

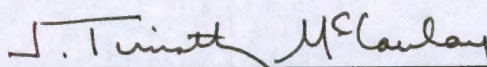
with other similar positions in other cities, similar organizations, and non-profit agencies.

Section 5. Staff of the Mayor's Office and City Human Resources Department shall provide background material and assistance as appropriate and required, but shall not be voting members of the Committee.

Section 6. That this ordinance shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.


Member of Council

APPROVED AS TO FORM
AND LEGALITY


J. Timothy McCaulay, City Attorney

Read the first time in full and on motion by _____,
seconded by _____, and duly adopted, read the second time by _____,
title and referred to the Committee on _____ (and the
City Plan Commission for recommendation) and Public Hearing to be held after
due legal notice, at the Common Council Conference Room 128, City-County
Building, Fort Wayne, Indiana, on _____, the _____, day
of _____, 19_____, at _____ o'clock _____ M., E.S.T.

DATED: _____

SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Long,
seconded by _____, and duly adopted, placed on its passage.
PASSED ~~LOST~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>7</u>			<u>2</u>
BRADBURY	<u>✓</u>			
EDMONDS	<u>✓</u>			
GiaQUINTA	<u>✓</u>			
HENRY				<u>✓</u>
LONG	<u>✓</u>			
LUNSEY	<u>✓</u>			
RAVINE	<u>✓</u>			
SCHMIDT				<u>✓</u>
TALARICO	<u>✓</u>			

DATED: 7-13-93

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,
Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL) (ZONING) ORDINANCE RESOLUTION NO. Q-40-93

on the 13th day of July, 1993

ATTEST:

(SEAL)

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Mark C. GiaQuinta
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on
the 14th day of July, 1993,
at the hour of 11:00 o'clock A, M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 15th day of July,
1993, at the hour of 12:20 o'clock P M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR

Admin. Appr. _____

DIGEST SHEET

2-93-07-05

TITLE OF RESOLUTION: Committee to review executive level compensation.

DEPARTMENT REQUESTING ORDINANCE: Office of the Mayor

SYNOPSIS OF ORDINANCE: Creates five-member committee to review salaries of certain elected and appointed officials.

EFFECT OF PASSAGE: Autonomous committee will review and make recommendation to the Mayor and City Council on compensation levels of certain elected and appointed officials.

EFFECT OF NON-PASSAGE: Compensation levels will not be reviewed.

MONEY INVOLVED (Direct cost, expenditures, savings): Would be determined by Committee.

ASSIGNED TO COMMITTEE: _____



Office of the Mayor

MEMORANDUM

Paul Helmke, Mayor

TO: Members of the City Council
FROM: Greg Purcell *[Signature]* Chief of Staff
DATE: July 13, 1993
SUBJECT: Committee to Review Compensation of Select Elected and Appointed Officials

The attached resolution would establish a Salary Review Committee to examine the compensation of certain elected and appointed officials of the City of Fort Wayne.

Recent experiences in attempting to attract qualified personnel for executive level positions has demonstrated that our compensation package is not competitive in the marketplace when compared with other cities, governmental units, and non-profit agencies.

To ensure that we have an independent and objective review for these selected positions, we are recommending that the Council adopt the attached resolution that would create a five-member committee to review compensation. The salary review committee would make compensation recommendations to the Mayor and City Council for the following positions:

Mayor
Members of Common Council
Council and City Corporation Counsel
City Clerk
Division Directors
Council Research Assistant

As you may recall, the last time a committee of this nature was formed was in 1984, so it has been almost a decade since salaries for positions at this level have been reviewed. Since that time, these positions have only received an annual percentage increment for increases.

We would hope that the Council would be able to adopt the resolution and appoint members to the committee in time for any recommendations to be included with the salary ordinance and budget for the 1994 fiscal year. In the future, it may be beneficial to use this type of mechanism to review the salaries for department heads; however, at this point we believe it is preferable to begin with a manageable number of executive level positions for salary review.

GP/gb

Admin. Appr. _____

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ASSIGNED TO COMMITTEE: _____

BILL NO. R-93-07-05

REPORT OF THE COMMITTEE ON
FINANCE

ARCHIE L. LUNSEY & DONALD J. SCHMIDT - CO-CHAIRPERSONS
HENRY, EDMONDS, LONG

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (~~ORDINANCE~~) (RESOLUTION) establishing a
committee to review salaries of local elected and appointed City
officials

HAVE HAD SAID (~~ORDINANCE~~) (RESOLUTION) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(~~ORDINANCE~~) (RESOLUTION)

DO PASS

DO NOT PASS

ABSTAIN

NO REC

Ward Long

Ed Edmonds

Sam Talarico

Lebey Ravine

Janet B. Hargis

Phillip Long

DATED: 7-13-93.

Sandra E. Kennedy
City Clerk